



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

GRETCHEN WHITMER
GOVERNOR

MICHAEL F. RICE, Ph.D.
STATE SUPERINTENDENT

January 10, 2022

Majority Leader Mike Shirkey
Minority Leader Jim Ananich
Chairwoman Lana Theis
Vice Chair Dayna Polehanki
P.O. Box 30036
Lansing, MI 48909

Speaker Jason Wentworth
Dem. Leader Donna Lasinski
Chairwoman Pamela Hornberger
Vice Chair Darrin Camilleri
P.O. Box 30014
Lansing, MI 48909

Dear Senators Shirkey, Ananich, Theis, and Polehanki and Representatives Wentworth, Lasinski, Hornberger, and Camilleri:

Another challenging school year has stretched district and building leaders, teachers, school support staff, students, and families. For building principals, their typical responsibilities and routines have been re-directed in many cases to respond to the effects of the pandemic: COVID testing staff and students; implementing health and safety protocols; identifying staff and students who may have come in contact with a person who tested positive and notifying families; coordinating lessons for those students who must quarantine at home; and filling in for teachers too ill to teach.

Many of the day-to-day responsibilities of school building and district leaders, including conducting observations as part of educator evaluations, have had to be put on the back burner.

As such, the undersigned statewide education leaders request the legislature to amend state law to let our educators—teachers and building administrators—focus exclusively on the needs of children this year rather than enormously time-consuming and less impactful educator evaluations.

STATE BOARD OF EDUCATION

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We offer the following suggestion: 1) Make educator evaluations optional for this school year, or 2) Add the words "or effective" to the section of the state school code (noted below) to allow for an easing of the annual burden on school administrators.

1249(2)k):

(k) The performance evaluation system must provide that, if a teacher is rated as highly effective **OR EFFECTIVE** on 3 consecutive annual year-end evaluations, the school district, intermediate school district, or public school academy may choose to conduct a year-end evaluation biennially instead of annually. However, if a teacher is not rated as highly effective on 1 of these biennial year-end evaluations, the teacher shall again be provided with annual year-end evaluations.

1249b(1)k):

(j) The performance evaluation system must provide that, if a school administrator is rated as highly effective **OR EFFECTIVE** on 3 consecutive annual evaluations, the school district, intermediate school district, or public school academy may choose to conduct an evaluation biennially instead of annually. However, if a school administrator is not rated as highly effective on 1 of these biennial evaluations, the school administrator shall again be provided with annual evaluations.

[Michigan Legislature - Section 380.1249](#)

[Michigan Legislature - Section 380.1249b](#)

Thank you for your attention to this matter. We appreciate your consideration of this request and the opportunity to partner with you in service to Michigan students.

Please contact the department's legislative liaison, Dr. Sheryl Kennedy, at kennedys7@michigan.gov or 517-449-1974, for follow-up on this matter.

Sincerely,



Michael F. Rice, Ph.D.
State Superintendent



David Hecker, President
AFT Michigan



William C. Miller, Ph.D., Executive Director
Michigan Association of Intermediate School Administrators

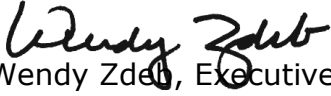
Educator Evaluations

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Donald P. Wotruba, Executive Director
Michigan Association of School Boards



Wendy Zdel, Executive Director
Michigan Association of Secondary School Principals



Dr. Tina Kerr, Executive Director
Michigan Association of Superintendents & Administrators



Paula J. Herbart, President
Michigan Education Association



Michael M. Shoudy, Executive Director
Michigan Education Association



Paul Liabenow, Executive Director
Michigan Elementary & Middle School Principals Association



Peter Spadafore, Executive Director
Middle Cities Education Association

cc: State Board of Education